



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
JOINT FORCE HEADQUARTERS
OFFICE OF THE ADJUTANT GENERAL - CALIFORNIA NATIONAL GUARD
9800 GOETHE ROAD - P.O. BOX 269101
SACRAMENTO, CALIFORNIA 95826-9101

CAJS-J1-HR

9 February 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: National Security Personnel System Implementation

1. Congress authorized a new personnel system as part of the 2004 National Defense Authorization Act. Department of Defense (DoD) directed the implementation of the National Security Personnel System (NSPS), which provides an opportunity to improve the effectiveness of our department through a simplified personnel management system that will improve the way we hire and assign, as well as compensate and reward our employees. Further, it will provide the department with a modern, flexible and agile human resource system that can be more responsive to the national security environment, while preserving employee protections and benefits.

2. Deputy Defense Secretary Gordon England, who also serves as the DoD Senior Executive for NSPS, signed a memorandum implementing portions of the NSPS effective 30 April 2006. He stated, "To transform the way DoD achieves its mission, it must transform the way it leads and manages its people who develop, acquire, and maintain our nation's defense capability. Our civilian workforce is critical to the department's success, and NSPS will provide a modern, flexible system to better support our unpredictable national security environment."

3. It is imperative for our employees to accomplish those elements identified in the attached Technician/AGR Administrative Instruction (TAAI) to minimize the impact on the following key proposed changes imposed by the National Guard Bureau (NGB).

a. **Pay for Performance:** Employees will have a greater opportunity to affect their pay through excellent performance; pay increases will be based upon performance rather than longevity.

b. Managers will be able to **recruit/retain** high quality talent more effectively; NSPS streamlines the hiring processes and the ability to offer more competitive, market-sensitive compensation.

c. The NSPS will improve **reduction in force** procedures and provide for less disruption with greater emphasis on performance as a factor in retention.

d. Expedited **disciplinary and appeals processes** provide for faster resolution of workplace issues, while preserving due process rights of employees.

e. A new **labor relations system** recognizes the critical national security mission of DoD and the need to act swiftly to execute that mission, while preserving collective bargaining rights of employees. The labor system is currently on hold due to union litigation.

4. The NGB NSPS Implementation is driven by DoD timelines and NSPS requirements. Implementation of NSPS for the National Guard Technician workforce will begin with Spiral 2 scheduled for October 2007. The DoD has established that the NGB will be initially operational and capable (IOC) by October 2007.

CAJS-J1-HR

SUBJECT: National Security Personnel System Implementation

5. The NSPS will be implemented, deployed, and integrated through the chain of command, which will play a key role by actively communicating a compelling Guard vision for a successful workforce transition. Senior leadership sponsorship is also imperative to assure workforce alignment with the DoD vision. The NSPS, a performance-based system, will be successful if the workforce understands how the work they do relates to the mission and goals of the organization.

6. The HR office has created a transition team with which we are actively engaged in training to better support the units and activities. The transition team will assist, coordinate, and communicate NSPS activities across the State. We are currently planning and coordinating site visits that will be approximately four hours in duration to discuss NSPS and make subject matter experts available to address questions and comments. Tentatively, we have blocked out June, July and August 2007. I solicit your support in identifying responsible members to join the team and request their participation at training to assist officials at all levels in the promotion of NSPS.

7. The NSPS represents a unique opportunity to develop a flexible and fair system that will help us attract, retain, reward and mentor a technician workforce to meet the national security demands of the twenty-first century. I encourage your strong support as we transition to this new system.

8. Point of contact is the undersigned at: CAGNET 63350, DSN 466-3350, COM 916-854-3350 or by email at lawrence.cooper@us.army.mil. You may also contact my Deputy, Captain Ewing, at CAGNET 63402, DSN 466-3402, COM 916-854-3402 or email stuart.d.ewing@us.army.mil.

Atch
as



LAWRENCE D. COOPER
COL, GS, CA ARNG
Director for Human Resources

DISTRIBUTION:

Chief of Staff, Joint Staff
Chief of Staff, Army Division
Wing and Group Commanders
Army Division Directors
Surface Maintenance Office
State Aviation Office
United States Property & Fiscal Office
Army Training Centers

CF:

MG Wade, The Adjutant General
Brig Gen Kight, The Assistant Adjutant General
BG Antonetti, Director, Joint Staff
MG Gidley, Commander, Army Division
Maj Gen Lucas, Commander, Air Division